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Common Stock 09/19/2002

3,000.00

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

(over) SEC 1474 (3-99)

Rand, A. Barry - September 2002

Form 4 (continued)

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)										
`	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/ Day/ Year)	4. Transaction Code and Voluntary (V) Code (Instr.8)	5. Number of Derivative	6. Date Exercisable(DE) and Expiration Date(ED) (Month/Day/Year)		8. Price of Derivative Security (Instr.5)	9. Number of Derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr.4)	10. Owner- ship Form of Deriv- ative Security: Direct (D) or Indirect (I)	11. Nature of Indirect Beneficial Ownership (Instr.4)
Non-Employee Director Stock Option (right to buy)					11/27/2001 11/26/2010	Common Stock - 14,627		14,627	D	
Non-Employee Director Stock Option (right to buy)					03/01/2002 02/28/2011	Common Stock - 3,935		3,935	D	
Non-Employee Director Stock Option (right to buy)					03/01/2003 02/29/2012	Common Stock - 4,561		4,561	D	

Explanation of Responses:

^{*} If the form is filed by more than one reporting person, see Instruction 4(b)(v).

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** Intentional misstatements or omissions of facts By: Marie Oh Huber / Attorney-in-fact

constitute Federal Criminal Violations.

See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient,

See Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form

required to respond unless the form displays a currently valid OMB number.

10-01-2002
** Signature of Reporting Person

Date

Power of Attorney

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